



**Parish Clerk**

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# **FRAMWELLGATE MOOR PARISH COUNCIL**

## **EQUALITY & DIVERSITY POLICY**

### Details

Policy	Adopted	Author
Equality and Diversity	October 2017	TBC

### Version

Date	Ref	History	Revised by
07/11	V1		John Turnock

### Review

Review	Last Review	Next Review	Principal Reviewer
Annually	December 2024	December 2025	Peter Dawson

Framwellgate Moor Parish Council recognise that everyone has a contribution to make to our society and a right to equal opportunity.

No job applicant or employee, member, volunteer organisation or individual to which we provide services will be discriminated against by us on the grounds of:

- gender (including sex, marriage, gender re-assignment).
- race (including ethnic origin, colour, nationality, and national origin).
- disability.
- sexual orientation.
- religion or belief.
- age.

We aim to promote equal opportunities, eliminate discrimination, and eliminate harassment through the following:

1. Opposing all forms of unlawful and unfair discrimination.
2. All employees, volunteers, members, and beneficiaries will be treated fairly and with respect.
3. Membership of organisations using Council facilities will be open to all.
4. All vacancies will be advertised internally and externally simultaneously and will include a statement on equal opportunities. – **with an alertness to any conflicts of interest**
5. Selection for employment/volunteering, promotion, training or any other benefit will be on the basis of **aptitude and ability**.
6. All employees/volunteers/members have a legal and moral obligation not to discriminate and to report incidents of discrimination against any individual or group of individuals to the Chair of the Parish Council and/or the Parish Clerk.

Our commitment:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members, and beneficiaries are recognised and valued.
- Every employee, volunteer, member and beneficiary is entitled to be part of an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.

**This policy aligns with current government guidelines as of December 2024 and will be updated when necessary when legislation changes.**

**This version of the policy complies with Microsoft Word Accessibility Assistant guidelines**

